

1 a majority.

2 THE CHAIRMAN: Delegate Pascal.

3 DELEGATE PASCAL: One other point. Let us say
4 that 20 per cent of the employees would like to bargain.
5 Would they forego the election as to whether to be
6 represented by a particular union? Do hey bargain
7 without an election?

8 DELEGATE BOTHE: There is no magic to an
9 election. The National Labor Relations Act has machinery
10 in which the Federal Government will conduct elections
11 in the event that there is some question as to whether
12 a particular labor organization represents the majority
13 of employees, but there is nothing to preclude and
14 very frequently it happens, that without any formal
15 designation of the majority, the employer sits down with
16 a group of employees whom he is satisfied are representative
17 of the employees in his establishment.

18 THE CHAIRMAN: Delegate Neilson.

19 DELEGATE NEILSON: Delegate Bothe, before
20 in answer to the question you referred to the Model
21 Constitution and I am unable to find the reference.